

# W.A.N.T.E Bulletin

111-1555 St. James Street  
Winnipeg, Manitoba R3H 1B5  
Phone: (204) 953-0250  
Fax: (204) 953-0259

**SEPTEMBER 9, 2021**

President's Email: [wante@mymts.net](mailto:wante@mymts.net)  
Website: [www.wante.org](http://www.wante.org)  
Facebook: [www.facebook.com/WANTEWpg](https://www.facebook.com/WANTEWpg)  
Twitter: @WANTEwpg

## COLLECTIVE BARGAINING UPDATE

The Collective Bargaining Committee has continuously worked throughout the Summer to get the best contract possible. Our last Collective Agreement expired in July 2017. We have faced a Provincial "mandate" disguised as an unconstitutional bill attacking your right to a fair collective bargaining process. More recently, we have seen arbitration awards and settlements for teacher and for other non-teaching groups that ignore the Provincial mandate and/or extend into the future with bargained increases.

We have proposed wage increases that take into account the increase in the cost of living while your wages have been effectively frozen for over four (4) years, and an extended contract with additional wage increases to provide some stability for our membership. We are currently waiting for a response to our last proposal. The next Board of Trustees meeting is on Monday, September 13, 2021.

While we are waiting, we need to prepare for a vote of the membership. We hope that it will be a ratification vote, but it may have to be a strike vote. Due to the Provincial Health restrictions currently in place, it is anticipated that a meeting and subsequent vote will be done virtually in a secure and confidential manner. We will require the following information so that we can get this information and the links for the meeting to you.

### We need:

- The correct spelling of your first and last name;
- Your personal email address (WSD emails are not permitted);
- Your current mailing address.

Please submit this information to [wantesec@mymts.net](mailto:wantesec@mymts.net) as soon as possible. Alternatively, you may call the W.A.N.T.E. office at (204) 953-0250 or submit the information in writing through the Division courier in a sealed envelope marked "W.A.N.T.E. Confidential". Please note that the courier only delivers to our office once a week. Please do not wait to ensure that we have your correct information. **PLEASE NOTE THAT PROVIDING THIS INFORMATION IS NECESSARY IN ORDER FOR YOU TO BE ABLE TO PARTICIPATE IN THE VOTING PROCESS.** We will provide reasonable notice of a meeting and a vote to all members via email who provide the information. We will also be posting notices on our website [www.wante.org](http://www.wante.org)

As mentioned, we have not stopped fighting for the best possible contract. We remain dutiful to the process but have become tired of waiting. We believe our membership is too! It is time to make the Division hear us and quit dragging this out. **Continued.....**



W.A.N.T.E.

*"Members Working for Members"*

# W.A.N.T.E Bulletin

111-1555 St. James Street  
Winnipeg, Manitoba R3H 1B5  
Phone: (204) 953-0250  
Fax: (204) 953-0259

**SEPTEMBER 9, 2021**

President's Email: [wante@mymts.net](mailto:wante@mymts.net)  
Website: [www.wante.org](http://www.wante.org)  
Facebook: [www.facebook.com/WANTEWpg](https://www.facebook.com/WANTEWpg)  
Twitter: @WANTEwpg

## COLLECTIVE BARGAINING UPDATE

If we do not see some progress in bargaining in the Division's next proposal, we believe that the only way to push forward is to hold a strike vote. This does not mean that you will automatically go on strike. We will take all reasonable steps to reach a deal that we can recommend, including requesting a "conciliator" appointed by the Labour Board to meet with the parties. However, we need that strike mandate in order to send a message to the Division that our membership means business. That mandate requires a majority of the employees in the bargaining unit who cast a ballot to vote "yes" to authorize strike action, if necessary.

We hope that this would make a difference without the need for strike action, but we can't be so naïve to think that the Division will suddenly improve their position. We would come back to the members with a status update before taking any further action.

It is important to understand that we (or the Division) can apply to the Labour Board for an imposed Collective Agreement after 60 days of a strike. Once the Labour Board proceeds with an imposed agreement, the strike would end and all employees would return to work under the terms of the expired agreement.

Please note that a "general" strike in which members walk out en masse is not the only way to strike. We want you to be informed about the other options that minimize loss of pay.

**THIS IS A CALL FOR ACTION  
NOT A STRIKE VOTE!**

**PLEASE READ CAREFULLY:**

### **1. Work-to-Rule**

Work-to-rule is a job action in which our W.A.N.T.E. members do no more than the minimum required by the rules of our current contract and precisely follow all safety or other regulations, which may cause a slowdown or decrease in productivity, as they are no longer working during breaks or during unpaid extended hours.

**Continued.....**



**W.A.N.T.E.**

***"Members Working for Members"***

# W.A.N.T.E Bulletin

111-1555 St. James Street  
Winnipeg, Manitoba R3H 1B5  
Phone: (204) 953-0250  
Fax: (204) 953-0259

**SEPTEMBER 9, 2021**

President's Email: [wante@mymts.net](mailto:wante@mymts.net)  
Website: [www.wante.org](http://www.wante.org)  
Facebook: [www.facebook.com/WANTEWpg](https://www.facebook.com/WANTEWpg)  
Twitter: @WANTEwpg

## COLLECTIVE BARGAINING UPDATE

### 2. Rotating Strikes

This would be a day-long strike at a different place of work each day. The location would be decided the night before and communicated to all W.A.N.T.E. members. This allows us to affect the school's ability to conduct business while our members only lose a day's pay. We have well over 60 work locations which would be the required 60 days that would allow us to apply for an imposed Collective Agreement if we can't reach an agreement with the Division. This is similar to the Manitoba Hydro strike earlier this year.

- Members would be expected to participate in a picket line outside of their work location.
- All W.A.N.T.E. members would need to respect the picket line for this action to be effective.
- We do not want the students to be negatively affected, but we do need to be disruptive to the daily running of the building. Crossing the picket line would be detrimental to this action.
- Members would be expected to give up one day's pay.
- Members would be contacted the night before and told that it is their turn.
- The Division would have no grounds to discipline members participating in the planned strike action by W.A.N.T.E., such as planned work-to-rule, rotating strikes or peaceful picketing.

Continued.....



W.A.N.T.E.

*"Members Working for Members"*

# W.A.N.T.E Bulletin

111-1555 St. James Street  
Winnipeg, Manitoba R3H 1B5  
Phone: (204) 953-0250  
Fax: (204) 953-0259

**SEPTEMBER 9, 2021**

President's Email: [wante@mymts.net](mailto:wante@mymts.net)  
Website: [www.wante.org](http://www.wante.org)  
Facebook: [www.facebook.com/WANTEWpg](https://www.facebook.com/WANTEWpg)  
Twitter: @WANTEwpg

## COLLECTIVE BARGAINING UPDATE

### 3. General Strike

A third option is a General Strike of all members at all locations.

- Members would be on strike until an agreement has been reached OR we have surpassed 60 days and could then apply for an imposed agreement.
- Members would be expected to picket at their work location(s).
- There would be no remuneration for the time that members are not at work.

For any action, 10 days' notice must be given to the Division. We must also inform membership that the Division could lock us out. We do not believe this would occur, but you must have all the facts.

We **NEED** to hear which action: 1; 2 or 3 you would prefer. Please send your comments, questions and answers to the Collective Bargaining Committee at [wanteCBC@gmail.com](mailto:wanteCBC@gmail.com)

Respectfully,  
Your Collective Bargaining Committee

Bruce Zilkowsky (Chair)  
Tricia Wiebe (Co-Chair)  
Irene Costa-Polanco  
Brittany Morrison  
Amanda Ferbraché  
Chris Hayden  
Ben Lacroix  
Michelle Short  
Rod Fraser  
Ashley Gushulak



W.A.N.T.E.

*"Members Working for Members"*